


U.S.C. § 1981. See Evans v. Int'l Paper Co., 936 F.3d 183, 193 (4th Cir. 2019). “[M]ere dissatisfaction with work assignments, a feeling of being unfairly criticized, or difficult or unpleasant working conditions” do not constitute objectively intolerable conditions. Heiko v. Colombo Sav. Bank, F.S.B., 434 F.3d 249, 262 (4th Cir. 2006) (quotation omitted). Moreover, “[b]ecause the claim of constructive discharge is so open to abuse by those who leave employment of their own accord, [the Fourth Circuit] has insisted that it be carefully cabined.” Honor v. Booz-Allen & Hamilton, Inc., 383 F.3d 180, 187 (4th Cir. 2004) (quotation omitted), abrogated on other grounds by Chapman, 48 F.4th at 235.

Viewing the second amended complaint in the light most favorable to Squires, Squires’s constructive discharge claim fails. Thus, the court dismisses the claim.

In sum, the court GRANTS defendants’ motion to strike or, in the alternative, motion to dismiss [D.E. 58], and DISMISSES WITH PREJUDICE Squires’s second amended complaint. The clerk shall close the case.

SO ORDERED. This 17 day of July, 2023.


JAMES C. DEVER III
United States District Judge